

GIRL SCOUTS WESTERN PENNSYLVANIA

ANNUAL MEETING

APRIL 23, 2016

The Annual Meeting of the Girl Scouts of Western Pennsylvania was held via technology connecting satellite sites and called to order by chair, Lois Kuttesch, on Saturday, April 23, 2016. A quorum was met.

Main Site: Kovalchick Convention and Athletic Complex, 711 Pratt Drive, Indiana, PA 15705

Satellite Sites: Community College of Beaver County, Community College of Allegheny County North Campus, Good Shephard Lutheran Church (Monroeville), GSWPA Edinboro Office, GSWPA Greensburg Office, University of Pittsburgh – Bradford, Range Resources (Canonsburg).

- **Opening Flag ceremony**
- **Welcome** – Pat Burkart
- **Meeting Called to Order** – Lois Kuttesch
- **Introduction of the Board of Directors**
 - Officers:
 - Mary Beth Taylor, 1st Vice Chair
 - Dot Brookes, Treasurer
 - Victoria Kush, Secretary
 - Members at Large:
 - Jon Colburn, Pittsburgh
 - Hilliary Creely, Indiana
 - Missa Murry Eaton, Sharon
 - Amy Lynn Haller, Pittsburgh
 - Nicole H. King, Pittsburgh
 - Mary D. Kohler, Wexford
 - Elizabeth Lamping, Mars
 - Dennis Lindberg, Ridgway
 - Michelle Maccagnan, Gibsonia
 - Dana Pascarella, Pittsburgh
 - John Polacek, Johnstown
 - Kelly M. Ryan, Clarion
 - Denise Sabolcik, South Park
 - Dawn Williams-Zabicki, Presto
 - Girl Advisory Panel:
 - Ava Nachman, Beaver
 - Regina Seath, Erie
 - Laura Shope, Venetia
- **Parliamentarian** – Victoria Kush
 - Our meeting today is governed by our Bylaws and Robert’s Rules of Order.

- We will ask each person wishing to ask questions to go to the microphone or conference phone. A staff person will give you a note card to remind you of how you should introduce yourself.
- We ask that comments and questions be related to the agenda items
 - If you would like to add something to the agenda, please do so when we discuss the agenda. Once we approve the agenda, any items brought up that are not on the agenda will be considered out of order.
 - Operational items or personal issues can be directed to the appropriate staff.
- **Key staff intro - Pat Burkart**
 - Pat Burkart
 - Chief Executive Officer
 - Kristen Walker
 - Chief Operations Officer
 - Deb Smith
 - Chief External Relations Officer
 - Jay Krunszynsky
 - Chief Administration Officer
 - Bernadette Scheid
 - Vice President of Finance
 - Garret Myers
 - Executive Assistant
- **Introduction of Annual Meeting Sites – Lois Kuttesch**
 - Community College of Beaver
 - Community College of Allegheny County
 - Good Shepard Church
 - GSWPA Greensburg
 - GSWPA Edinboro
 - University of Pittsburgh – Bradford
 - Kovalchick Center – Indiana
 - Range Resources – Southpointe
- **Credentials Report – Victoria Kush**
 - 81 Delegates in attendance
 - Quorum is defined as at least one delegate from 20% of the Service Unites from each of the three regions
 - 18 delegates from region 1, representing 11 different service units
 - 40 delegates from region 2, representing 21 different service units
 - 23 delegates from region 3, representing 14 different service units
 - Quorum is met
 - Additions to the agenda – no additions

Lauren McVicker motions with a second from **Christina Brussalis** to accept the credentials report and the agenda as presented. Motion adopted.

- **Recognition of 2015 GSWPA Annual Meeting Minutes**

- Meetings minutes for 2015 Annual Meeting were approved by the board on June 15th 2015
- **Treasurer's Report** – Dot Brookes
 - Total net assets of \$17.8 million with \$7.5 million in investments
 - Reserves higher than GSUSA recommendations
 - Net change in net assets from operations before depreciation of \$1,023,000.
 - Clean audit received from Maher Duessel – no issues identified
 - Form 990 is available at guidestar.org
- **State of the Council Report** – Pat Burkart
 - Strategic Goals
 - GSWPA will achieve a 9.1% market share by year end 2015 with a goal of 10.5% by 2017 and offer support for successful retention.
 - GSWPA will provide girl-led, age-appropriate experiences that deliver the Girl Scout Leadership Experience with volunteer support.
 - GSWPA will design and support the volunteer experience to improve onboarding time and increase volunteer retention and satisfaction by 2017.
 - GSWPA will stabilize key revenue streams (fund development, product sales participation, retail and camp/program) by year end 2015 and increase overall revenue by 3% by 2017.
 - Girl Membership
 - Girl membership has declined in the past year, this was expected though, as most councils see a drop after the implementation of Salesforce while everyone gets accustomed to the new system.
 - Although we have seen a decline in membership, our council is maintaining a higher market share than the national average.
 - Cookie program participation is directly related to the number of girl members who are not part of an educational program. These programs often did not provide girls with the full GS experience, and did not lead to girls who participated in the Cookie Program.
 - We have eliminated these programs so that we can better provide the full GS experience to our members.
 - Council Events
 - The cost to provide staff-led, council sponsored events far exceeds the revenue brought in from participation fees.
 - This year, council is refocusing program efforts to provide more, quality opportunities for girls across the council. This will mean fewer events overall, but each of the events offered will create better value.
 - Budgeted Financials
 - Audit report reflects \$1,023,248 net operating income
 - Includes capital donations
 - Budgeted for a \$150,000 net operating income
 - Excludes non-operating activity such as frozen pension, investment declines/appreciation, fixed asset depreciation, and property disposals totaling \$1,583,000 in net costs and market declines.

- Fund Development
 - The 2014-2015 fund development campaign closed at over 1.5 million dollars. This represented an 8% increase over the previous year. Campaign success was due in part by a very large grant from the RK Mellon Foundation of \$465,000 for the implementation of our Customer Engagement Initiative.
 - GSWPA public support breakdown:
 - 40% Foundations
 - 15% United Ways
 - 13% Special Events
 - 11% Individuals
 - 7% Capital
 - 6% each of Donated Goods/Services and Corporations
 - 2% Planned Giving
 - Upcoming Events
 - Awards of Distinction Pittsburgh May 17th, Lake Erie Duathlon Aug 7th, Awards of Distinction Erie August 23rd, Gold Award 100th Anniversary Reception November 3rd.
- Camp Enrollment and Costs
 - Since 2012 GSWPA has been working to decrease the gap between the revenue that camp generates and the amount of expenses we incur. GSWPA currently subsidizes a large percentage of camp costs. The goal is to get camp subsidy to 50% or less, and there is still a lot of work to be done. Reaching this goal is one of the charges of the Camp Advisory Teams as well as the Outdoor Experience and Property Departments.
- **CEI Report**
 - Our Journey Together
 - As a movement, we have been investing in the future sustainability and growth of Girl Scouting.
 - In early 2000, as we took a deep dive into the realities of the movement- like 10-15 councils that were on the brink of going out of business in 2000 - GSUSA led all councils through a strategic alignment of priorities and initiatives to stabilize the business and provide better experiences for our members and future members.
 - Today we find ourselves at the phase of this strategic work where we need to address our technological challenges and ensure we make much overdue improvements to our technologies and ways of work to better serve today's girl and volunteer. As we implement unified practices for member engagement, increase the quality of our data collection and management, and introduce digital elements to our members we will poise ourselves to continue to be a thought-leader and mentor among councils.
 - Our Movement Strategy
 - The national board set forth a mission for the future of Girl Scouts
 - By working together and aligning around this strategic direction, our Movement will:

- Reach and serve more girls from more diverse backgrounds by identifying what is relevant to them and their families today;
 - Deliver high quality, consistent, outcome-driven experiences that inspire girls to learn new things and develop skills that help them reach their fullest potential;
 - Increase society's investment in girls through philanthropy and strengthen our resources to grow our Movement;
 - Establish clear roles and shared goals between GSUSA and local councils to better serve our members; and
 - Affirm that we are one Movement—united around our shared vision, speaking in one voice.
- Two key pieces of the Strategic Objectives are the Customer Engagement Initiative and Digital enhancements for both girls and volunteers.
 - CEI - We have been working on the initiative now for 2 years.
 - So far, here is what we are seeing:
 - We are able to respond to your questions and inquiries faster and more consistently.
 - We transitioned from an automated system answering our phones to our new Customer Care Department answering all calls live during business hours in August, 2015.
 - During the first 6 months, we received 7,753 calls which an average of 705 calls each week.
 - 81% of customer inquiries are being resolved at the first contact within an average of 12.9 hrs. This is above the national average of 53% in 27.5 hours among other councils who have adopted the technology in this initiative.
 - Volunteers have more tools available to prepare fun activities that the girls want to do when and how volunteers want them - online.
 - 53% of Troop Leaders are actively using the Volunteer Toolkit and have created year plans including combinations of journey and badge activities. 61% of Daisy Leaders and 57% of Brownie Leaders are using the toolkit, indicating that these resources are meeting the needs of our newest volunteers.
 - We are excited to receive additional badge options on the toolkit from GSUSA in the upcoming year, as well as enhanced functions for tracking finances and a better option for multi-grade level troops.
 - Volunteers and Parents are able to easily purchase Girl Scout merchandise online
 - Online sales have increased steadily since 2013.
 - New girls and volunteers can find ways to participate that meet their family needs

- 559, or about 25%, of our active troops have chosen to advertise open spots in our online Opportunity Catalog and welcome new members that join easily online.
- GSWPA Website
 - We launched a new website for our council in June 2015. We were among the first 30 councils to move to a new standard website platform.
 - The new website is streamlined and easier to use features 85 pages when we previously had 355.
 - The new site is mobile-friendly, has a searchable forms library, an events calendar and banner ads throughout the site that promote seasonal events.
 - Total site visitors has 33% from the same time last year, and visitors stayed 49% longer and returned 57% more often.
- Outdoor Initiative
 - We have embarked on a new project in partnership with GSUSA and the RK Mellon Foundation as the lead pilot to provide our members with tools and resources to increase and improve their experiences with the outdoors.
 - This project will result in:
 - An Easy button on the Volunteer Toolkit helping volunteers think of ways to take any activity to an outdoor space
 - A Partnership with SCA (Student Conservation Assoc.) and DCNR (Department of Conservation and Natural Resources) which will help all councils leverage natural resources and spaces in their areas, as well as trained experts to create experiences and train volunteers
 - New, progressive experiences for girls that will help them explore the many rich natural resources in Western PA, including a partnership with the Pittsburgh Zoo that will focus on conservation programming.
 - Trained volunteers who are confident and prepared to facilitate outdoor experiences with girls of all ages.
- Digital Cookie
 - We have participated in Digital Cookie for the past 2 years. The program provides a way for girls to create online opportunities to sell cookies to complement their in-person strategies and to learn about this important component of modern business.
 - Last year, 2,795 girls created approved webpages through the program, and this year 3,279 girls did so. That is a 17% increase.
 - We saw a 33% increase in sales from last year to this year, and a 28% increase in orders from last year to this year.
- Filling the Gaps

- Gaps between what we promise to girls - a high quality adventure that builds courage confidence and character to make the world a better place... and the reality we sometimes find as they instead make macaroni necklaces in the church basement.
- Gaps between what we promise to volunteers - a fun, easy, flexible way to work with girls that are making a difference in your community... And what we sometimes deliver- a pile of paperwork and hours of training and confusion that leaves volunteers frustrated and feeling alone.
 - To fill these gaps we need to:
 - Ensure the girl voice is present in all we do
 - Build Stronger service unit and staff partnerships
 - Provide best-in-class support to members
 - Ease the pain points volunteers and parents identify
 - Pursue tools and resources to make volunteering easier
 - And Ensure GSWPA voice is present in all GSUSA initiatives
 - The follow slides will describe the ways that we are working to close these gaps.
- Girl Advisory Teams
 - We have been creating Girl Advisory Teams across the council so that we ensure that girl voice is heard. So far we have 5 Girl Advisory Teams. They meet regularly by phone and webinar to discuss programs, girl experiences, awards and more. We are also looking at how these teams can connect with each other, like through Rallyhood (which will be discussed in a few minutes), to promote girl connections across the council. We also have one girl and one staff member from our council who are part of the national girl advisory board.
- Volunteer Toolkit
 - This year we look forward to adding more outdoor options and STEM badges to the program options in the toolkit.
 - After camp registration concludes this year, we will integrate event registration into the new system so that events can be tracked through the Volunteer Toolkit as well.
 - We also will work with volunteers to roll-out easy ways to track and submit your financial reports through the toolkit, eliminating some of the tedious and time consuming paperwork of the past.
 - We are also pleased that GSUSA has heard our requests for better planning options for those of you that have multi-level

troops and anxiously await those improvements in the upcoming year.

- As GSUSA introduces enhancements to navigate the toolkit more easily, we will partner with you to show you what is new and how to best incorporate them into your regular planning.
- Rallyhood
 - We are exploring options for improved engagement with Service Unit Volunteers and membership overall. One new tool we are piloting is Rallyhood.
 - Rallyhood is a group collaboration platform that will make communication among GSWPA volunteers, parents and staff so much easier.
 - Rallies are private, online, digital spaces with communication tools to make collaboration fun and easy, from a shared calendar, message board and photo gallery to a place to upload and download files. It also sends out automatic reminders for upcoming events, and you can access it from your computer or smart phone.
 - Please visit gswpa.org/Rallyhood for more information, including video tutorials, and stay tuned by email and through Patched In as we offer more rallies for members to join.
- Funding the Initiatives
 - We are working hard, but our movement definitely still has challenges. Challenges such as declining membership, inconsistent girl experiences, a deficit of volunteers, unstable revenue sources, the need for better efficiency and effectiveness to support our members, and an unclear value proposition.
 - Key initiatives will continue- like CEI and Digital Spaces for girls and volunteers, which we discussed in this section, but many more enhancements are planned to come.
 - And of course Girl Scouts needs resources to make them successful, including funding.
 - To ensure GSUSA has the resources to support this work, the National Board of Girl Scouts of the USA has made a decision to increase the annual membership fee to \$25 starting for memberships valid as of October 1, 2017, for both girl and adult members.
 - We are under the impression that this will start with early bird renewal for that year in spring of 2017.
 - These dues all go directly to GSUSA, again to fund the improvements needed to continually engage girls and provide them with a relevant experience.

- This is also the time for us to consider whether we as a council will institute a council program fee so that we can better support technology and operational improvements to keep our council relevant to girls of today. According to national by-laws we would be permitted to charge a council program fee that is equal to or less than the national membership dues. We are starting to research these options and impact, and will keep the membership informed as the work progresses.
- **Town Hall Report**
 - Meetings were held during October and November at 7 locations around the council
 - We received great questions and feedback which have been posted on gswpa.org with answers
 - We have compiled the most important and common questions and comments with answers, as well as the other information discussed at the meetings, into one easy to follow Fall Town Hall Report which has been posted on GSWPA.org.
- **Spring Town Hall Meetings Report**
 - Meetings will be held in May at locations around the Council
 - These meetings are a great opportunity to connect and learn
 - Visit gswpa.org for to register at a location close to you
- **Property Updates**
 - Camp Updates
 - Splash Pad at Camp Elliott
 - A splash pad is coming to Camp Elliott! The construction is currently under way: the cement has been poured and the features are taking shape. A splash pad is a great way to cool off with tons of fun water features. Girls and adults of all ages will enjoy cooling off and splashing with friends at Camp Elliott.
 - The following features are planned to be included: sun spray, giant umbrella, water dump bucket, two water cannons, misting hoop, two spray pumps and several recessed spray nozzles.
 - There is no lifeguard needed to use the splash pad. Seating and shade areas will be available for adults while supervising.
 - Reservations are currently being accepted for this summer. There will be a 20% discount for all reservations made for June. Reserve Camp Elliott today!
 - Resting Waters Update
 - Casella is extending the option agreement
 - Building of the rail platform is scheduled for next year, and will occur farther up the railroad tracks and away from our platform tent unit
 - Casella has enough space on their current property to operate for about a year after the rail platform is completed
 - When they do expand the landfill, it will most likely involve our most northern property, and it is likely that we could choose to continue to operate our camp program.

- Casella is required, in accordance with our agreement, to give at least 1 year notice if they ever decide to expand out into our camp proper.
- Camp Maintenance and Capital Fundraising
 - Camp Roy Weller replaced the geothermal heating unit at the Eberly Family Learning Center with a new boiler heating system.
 - Camp Resting Waters made dock repairs at the waterfront program area.
 - Camp Curry Creek obtained new archery equipment, a storage building, a swimming pool cover, and a utility vehicle.
 - Camp Hawthorne Ridge will replace the pool house floor with ceramic tile, install a dishwasher at Thompson Hall, and run water connections to McBrier, Daisy and Perry cabins.
- Warren Office
 - We are moving toward a mobile work approach in the Warren area. With this in mind, and with the backing of the Executive Team and Board of Directors, our lease for the Warren office and shop space will be allowed to end in May of this year. We believe that this is truly the best approach to providing our members in that region with the support and service level that is expected from us.
 - Our neighboring shop is located in Edinboro. Supplies are also available by phone order from any of our shop locations and also through our online shop 24/7 at shop.gswpa.org.
 - Customer Care is available at 800-248-3355 or customercare@gswpa.org to connect you to your support staff and answer any of your questions, including information regarding travel shops or consignments. We want to make it as easy as possible for you to get the support you need to have an amazing year in Girl Scouts.
- Property Committee Report
 - Camp Advisory Teams
 - At last year's Annual Meeting we discussed the formation of volunteer teams at each camp to identify camping programs, amenities and growth strategies.
 - Each Camp now has an up and running Camp Advisory Team, made up of volunteers and staff, to review the property and programming needs of each camp and there is one team with representatives from each camp area that looks at camping activities of the council overall.
 - As we mentioned, the recommendations of the 2009/2010 program/property analysis have concluded, so the torch has been passed to the members of these Camp Advisory Teams to evaluate the usage and needs of each camp.
 - Recommendations from these groups will be taken to the Property Committee of the Board of Directors.
 - We encourage any interested members to consider joining your local Camp Advisory Team to have an active role in the future of

your favorite camp. To join, contact Karla Schell at Kschell@gswpa.org.

- **Volunteer Report Out**

- Girl Scout Gold Award Committee – Megan Foradori
 - Mentoring, leading workshops for, and honoring Girl Scouts-
 - 21 volunteer members of the GSWPA Gold Award Committee
 - 120 girl members actively working on Gold Award projects
 - 97 of the 2015-16 Gold Award Recipients will be honored during our Court of Award Events:
 - Saturday, May 14th at the Pittsburgh Marriott North and
 - Sunday, June 12th at the Chestnut Ridge Golf Course
 - Celebrating the 100th anniversary of the Highest Award in Scouting this year
 - “It’s Your World: Change It!” Journey Weekend (held April 16 & 17), hosted by the committee
 - Hope to see a record number of GSWPA girls finishing during the anniversary year
 - More celebration information to come in the Fall
- Adult Award Committee – Amy Miehle
 - Adult Award Review Committee
 - Current Committee Members:
 - Amy Miehle
 - Gloria Limetti
 - Janet Kovacs
 - Kriss Svidro
 - Mary Ann McSwigan
 - Melinda Shoenfelt
 - Sharon Enslin
 - Rebekah Stahlman Baisch
 - Sue Gold
 - Dona Hershberger
 - To become a member, contact adultawards@gswpa.org
 - The State of the Council report is completed, no questions are presented.

- **Adult Awards** – Lois Kuttesch

- Appreciation Pin
 - The Appreciation Pin recognizes an individual’s exemplary service in support of delivering the Girl Scout Leadership Experience. This service, which has had measureable impact on one geographic area of service, helps reach and surpass the mission-delivery goals of the area.
 - The recipients are Lisa Brown, Darla Burns, Amy Dobbins, Mary Lou Frank, Emily Hershel, Teresa Heurich, Lucinda Jones, Jennifer Knisely, Cindy Muders, Dana Pierrard, Marion Puckett, Shelda Repko, Alecia Sherbondy, and Roxanne Tuinstra.
- Honor Pin

- The Honor Pin recognizes an individual’s exemplary service in support of delivering the Girl Scout Leadership Experience, which has had measurable impact on two or more geographic areas of service, allowing the council to reach and surpass its mission-delivery goals.
 - Providing girls with the opportunity to serve their community, this volunteer has mentored the girls as they work with homeless shelters and animal shelters. She also helps to plan summer and winter camps for multiple service units. Tanya Schwab steps in to help whenever she sees a sister Girl Scout in need. Thank you for your willingness to bring your skill and knowledge into other communities and share yourself with others. That’s what being a Girl Scout is all about.
 - Awardee: Tanya Schwab
 - Thanks I Badge
 - The Thanks Badge honors an individual whose ongoing commitment, leadership, and service have had an exceptional, measurable impact on meeting the mission-delivery goals and priorities of the entire council or the entire Girl Scout Movement.
 - Within a frenzy of activities—programs, new leaders, meetings, trainings, day camps, and girls—this volunteer is like the eye of the hurricane. She remains calm and focused, serving as a mentor for all who know her. There is no problem that she will not tackle. She seizes every opportunity to support girls and volunteers. She wears many hats, service team member, program team member, co-director of a day camp, trainer. She is a long term volunteer and she shares her experience/knowledge throughout the entire council and we are so grateful.
 - Awardee: Karen Facticeau
 - President’s Award
 - And now for the President’s Award: recognizing the efforts of a service-delivery team or committee whose exemplary service in support of delivering the Girl Scout Leadership Experience surpassed team goals and resulted in significant, measurable impact toward reaching the council’s overall goals.
 - Three groups will be honored today with this award.
 - Service Unit 5904 – Gateway
 - The first group we are recognizing today works diligently to provide a variety of program and community service opportunities to girls in their service unit. They have expanded their camp offerings, created leadership experiences for older girls, and offer travel experiences. They also work with the community: participating in clothing drives, caroling for cans to support the local food pantry, and creating birthday bags for the Salvation Army.
 - Heather Whitmore, Sharon Swaney, Debbie Cross, Donna Burns, Grace King, Heather Bache, Hichelle Hicks, Kim LoTito
 - Service Unit 2642 – Freeport Area

- The next group of volunteers is another service unit dedicated to programming and offering girls unique experiences. The team members have committed themselves to being certified in Outdoor Skills, Archery, and Canoeing. By providing the kinds of outdoor programs that the girls want, they have retained strong membership at all age levels—girl and adult. They also partner with local community groups: Habitat for Humanity and Buffalo Township Veterans Group to name a few. The girls are at the forefront of what they do, from planning to execution.
 - Lori Kibler, Wendy Fischer, Mindy Henry
- Service Unit 5306 – National Pike
 - This next group to be awarded is a service unit who came to the aid of another service unit. Acting as a mentor to their fellow Girl Scouts, they offered guidance, support, and financial management planning. They showed by example the value of key service team positions. They helped them with recruitment, program opportunities, and troop support. This led to overall growth in membership and participation in Girl Scouting in this area. Most importantly, they set a standard of excellence, demonstrating the power of inclusion within the Girl Scout organization.
 - Joanne Phillian, Tracy Holt, Heather Lucy, Rhonda Anderson, Carrie Haney, Amanda Rice
- GSWPA Volunteer of the Year
 - Betty Schendel
 - Our mission is to create girls of courage, confidence, and character who make the WORLD a better place. Well this volunteer is taking Girl Scouts Western Pennsylvania to the world! In addition to years of service to Girl Scouts locally, council wide, and internationally, this volunteer has made it her personal goal to offer girls the trip of a lifetime. She was instrumental in forming the council wide Travel Committee this year. Her expertise developed through her own troop travels to international jamborees is unparalleled. The Travel Committee will ensure that the adventures on which these girls may embark are fun, full of learning, and safe. She has also served as a mentor for other travel troops throughout the council. Girls have already traveled to Switzerland and Italy. They will also have the chance to travel to Costa Rica, England, Ireland, Scotland, and New York City. We would like to thank Elizabeth Schendel for her tireless work, to take Girl Scouting all around the world.
 - In addition to her work this year, Betty has been involved with Girl Scouts for over 20 years. She also works with the girls who are working on their Gold Awards—focusing primarily on those girls who need additional support with projects. Several girls with special needs have

been able to earn their Gold Award because of the commitment she has shown. Whether at home or abroad, we are so grateful for your dedication to Girl Scouts. Thank you.

- **2017 Girl Scouts National Council Session**
 - Mark your calendars for October 4th through 8th of 2017 for the National Council Session in Columbus, OH.
 - Information about the event, applications to be a delegate, a GSLI chaperone, and to submit proposals and conversation topics are all on gswpa.org.
 - Applications to be a delegate or a GSLI chaperone are due in to us by August 31st.
- **Proposed Bylaw Changes – Lois Kuttesch**
 - Elimination of Region Requirements for Girl Advisory Board
 - As proposed at the Meeting:
 - “The Board of Directors shall consist of... an Advisory Committee composed of three (3) registered members of the Movement, over age 14 but under age 18 at the time of their election...”
 - As adopted at the Meeting:
 - “The Board of Directors shall consist of... an Advisory Committee composed of three (3) registered members of the Movement, one from each of the three regions unless applications from the three regions are not submitted, in which case representatives from any region will be accepted for consideration, at the level of Senior Girl Scout or girl bridging into Senior Girl Scout at the time of application...”
 - After appropriate motions with discussion, the proposed bylaw change was amended by motions as follows:
 - Amendment to Section 4.1 of the Bylaws
 - Retain regional requirement with an opportunity to forgo it when no applications are received from a region, as reflected in the adopted version, above.
 - Set girl age requirement to be at the level of Senior Girl Scout or girl bridging into Senior Girl Scout, as reflected in the adopted version, above.

After discussion, the modified amendment to Section 4.1 of the Bylaws was approved.

- Elimination of the Second Vice Chair for the Bylaws
 - As Proposed at the Meeting
 - Section 5.1
 - “The Elected Officers of the Corporation shall be: the Chair of the Board, the First Vice Chair, Secretary and the Treasurer.”
 - Section 5.3.B
 - Removed
 - Section 5.5.C
 - Removed

With no discussion needed, the amendment was passed as proposed.

- Remove language stating that Board Development Committee Chair may only serve a single one year term and replace with the option for a second year term
 - As Proposed at the Meeting
 - Section 6.3.D
 - “No individual shall serve more than two terms as chair of the committee regardless of how many years or terms the individual may be a member of the Board Development Committee.”

With no discussion needed, the amendment was passed as proposed.

- Change the duties of the chair of the board development committee to no longer be a voting member of the board
 - As Proposed at the Meeting
 - Section 6.3.G
 - “If not already a member of the Board of Directors, the chair shall serve as a non-voting ex officio member of the Board of Directors.”

With no discussion needed, the amendment was passed as proposed.

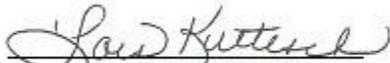
- **Board Development Committee**
 - Board Development Committee members are located throughout the council and represent a mix of current board members, past board members, and dedicated volunteers.
 - The members of the committee are introduced:
 - Sarah Shaffer (Chair), Dot Brookes, Glenora Faupel, Jane Schwab, Kriss Svidro, Mary Kohler, Amy Lynn Haller
 - This committee has met many times over the past months to build the slate to be voted upon today.
- **Board Slate Election**
 - Dot Brookes, member of the Board Development Committee presented the following slate of nominees for a vote.
 - Members at Large
 - 2nd Terms ending April 2019
 - Missa Murray Eaton
 - Amy Lynn Haller
 - Mary Kohler
 - Hilliary Creely
 - Kelly Ryan
 - 1st Terms ending April 2019
 - Claudia Reed
 - Camille Kovach
 - Girl Advisory Panel

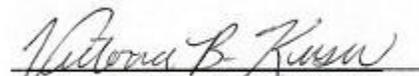
- Term ending April 2018
 - Verity Green
- Board Development Committee
 - Term ending April 2019
 - Jennifer Walker
 - Theresa Bone
 - Dot Brookes

With no discussion and no objections the motion was made to accept and approve the slate as presented by the Board Development Committee. Motion adopted.

- **Acknowledgement of the outgoing board members**
 - Lois Kuttesch, Board Chair and Pat Burkart, CEO recognized Denise Sabolcik, outgoing Board Member at Large and Regina Seath, outgoing Girl Advisory Panel Member thanking them both for their years of support, leadership and service to Girl Scouts Western Pennsylvania.

With no further business, and no objections, Lois Kuttesch adjourned the meeting at 11:27 am.


Lois Kuttesch; Board Chair


Victoria Kush; Board Secretary